

CIVIL RIGHTS ON DECK



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2013 NAACP Award



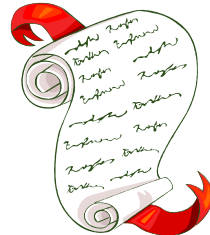
Congratulations to Ms. Gail Jackson, Deputy Director of Resource Management for the Deputy Commandant of Operations, the recipient of the CG's 2013 National Association for the Advancement of Colored People (NAACP) Roy Wilkins Renown Service Award! To read more about Ms. Jackson's dedication and accomplishments while serving as a diversity champion, role model, and mentor, see [ALCOAST 227/13](#). **Pictured:** Ms. Jackson (left) accepts her award plaque from Ms. Terri Dickerson, Director, Civil Rights Directorate. Submitted by YNC Leon Troy

CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director
Ms. Francine Blyther, Office
of Civil Rights Operations
CAPT Jennifer Ketchum, Of-
fice of Civil Rights Policy,
Planning, and Resources
Ms. Dayra Harbison, Chief,
Compliance & Procedures
Division
Ms. Barbara Stewart, Chief,
Solutions and Complaints
Division
CDR Kirby Sniffen, Chief,
Planning and Resource
Management Division
CDR Eric Hoernemann,
Executive Assistant
Ms. Emily Harcum,
Communications Specialist

Command Checklist: Your Guide to Civil Rights Requirements

Aren't sure what your civil rights responsibilities are? Feel overwhelmed by all the jargon or lost in the language of civil rights law? Wish there was a simplified list that could help determine what needs to be done? Then you are in luck because it's that time again... time to complete the Command Checklist! The Command Checklist is a management tool designed to assist Commanding Officers/Officers in Charge (COs/OICs) with understanding and complying with their civil rights responsibilities in accordance with the [U.S. Equal Employment Opportunity Commission \(EEOC\) Management Directive 715](#) (MD-715).



Remember, commands with 50 or more civilian positions are required to complete the checklist annually. Need some assistance with the process or an extra hand to become fully compliant? Over the next few weeks, [Civil Rights Service Providers \(CRSPs\)](#) will be contacting commands to provide this guidance and support for completing the checklist—so make sure to listen for their call. Command Checklists are due by October 31st. Submitted by Ms. Kimberly Ly



Celebrate Hispanic Heritage Month from September 15 to October 15! This year's theme is "Hispanics: Serving and Leading Our Nation with Pride and Honor".



CG's Disability Resources and Services

Members of the Civil Rights Directorate joined forces with representatives from the Department of Transportation's Disability Resource Center (DRC) to provide guidance and assistance to the leadership at the CG Baltimore Yard. They discussed available resources for individuals with disabilities, and explained the process and requirements of CG's reasonable accommodation program.

For reasonable accommodation requests, the CG has a memo of understanding with DRC to supply some equipment or services for CG members at no additional cost to commands. To make a request through DRC, go to <http://www.dot.gov/drc> and select "request an accommodation". For inexpensive items, command are urged to procure these, and report the purchases to their [Civil Rights Service Provider](#). **Pictured:** Mr. Ed Weaver (CRD) and CAPT George Leshar (CO, Baltimore Yard) tour the Yard's work environment. For more information about reasonable accommodations at CG, see the Civil Rights Manual ([COMDTINST M5350.4C](#), Chpt. 5) or contact your [Civil Rights Service Provider](#). Submitted by Mr. Johnny McAfee



Close Call...

An applicant for reappointment filed an Equal Employment Opportunity (EEO) complaint under the Age Discrimination in Employment Act when he was not selected for a position. After the Agency found there was no discrimination based on age, the applicant appealed the decision to the Equal Employment Opportunity Commission (EEOC). The EEOC ruled that the applicant presented direct evidence of discrimination based on age, namely in-the-record statements made by the recommending official that the applicant was 'too old' and should enjoy retirement. Although the EEOC found the applicant provided direct evidence of discrimination, the Agency demonstrated that it would have taken the same action without the discrimination. Essentially management argued that based on a union agreement the Agency provided first consideration to internal candidates such as the individual selected. The Agency was subjected to limited damages, and not all of the normal make whole remedies. Specifically, the EEOC ordered EEO training for the responsible management official, and recommended considering disciplinary actions. *Arroyo v. Department of Veterans Affairs*, EEOC Appeal No. 0120121771. Submitted by Ms. Erika Selmon

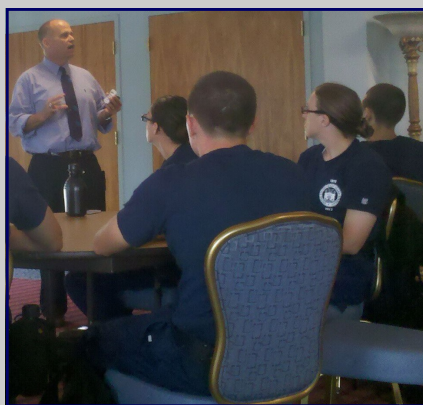
Coast Guard's First NOMAR Stars Award



Ms. Irma Fuentes from the Civil Engineering Unit in Miami is the first person at the CG to be selected by the President of the National Organization for Mexican American Rights (NOMAR) to receive the prestigious NOMAR Stars Award for her significant contributions to the Latino community. Bravo zulu! **Pictured:** Ms. Fuentes (in yellow) surrounded by her mentees in the field. Submitted by Ms. Donna F. Walker-Ross, Office of Diversity

Civil Rights Training: What, Why, and When?

Civil Rights Awareness (CRA) and Sexual Harassment Prevention (SHP) are both part of a mandatory training suite at CG; but have you ever stopped to consider why? CRA is a critical triennial requirement that helps CG personnel understand the tenets of diversity, civil rights, and affirmative employment. SHP training raises awareness of behaviors that constitute sexual harassment and offers ways to prevent or eliminate sexual harassment claims—this important course is required annually. Participants in both discuss significant and current civil rights issues, identify and apply useful problem-solving strategies, and go over the process for raising concerns. If you need these courses, visit our [training schedule](#)! SHP is also available on the [CG Learning Portal](#).



Recently, Mr. Paul Ziegengast (Region 2) and CDR Eric Hoernemann provided CRA training to all of the newly reported CG Academy Class of 2017 and cohort of CG Scholars. Over the course of a week, they trained 265 future CG officers, incorporating instant feedback technology to reinforce training and generate discussion on civil rights topics. **Pictured left:** Mr. Ziegengast (standing) leads an interactive training session.

Pictured below: After providing CRA and SHP training to several units in Portsmouth, NH, Mr. Bill Cashman (Region 1) gathers with (L to R) ME2 Christopher Turner, MST2 Clint Badger, LT Nathaniel Robinson, Mr. Cashman, MST3 Michael Pott, MST1 Ryan Erpelding, and CWO2 Matthew Jones in front of the Portsmouth Lighthouse. Submitted by CRD Hoernemann and Mr. Cashman



Aiming High: Coasties Excel in the CRD

Promotions come after many years of hard work and sustained solid performance. Recently, Storekeeper Chief Samantha Harrell in the Civil Rights Directorate (CRD) at CG Headquarters earned her bachelor's degree and was selected for Chief Warrant Officer for Finance & Supply. Technician Chief Mark Allen achieved the rank of Senior Chief after only a month with CRD at the Defense Equal Opportunity Management Institute. Mr. Bill Cashman, Equal Opportunity Manager, was one of only three CG civilians chosen for the highly competitive "Midgrade Officer Career Transition Course" (see [ALCOAST 252/13](#)). And that's not all – three reservists who served temporary duty with CRD have also advanced—YN1 Leon Troy to YNC, MST2 William Prebble to MST1, and YN2 Shaun Marable to YN1. CRD applauds these achievements, and encourages other high-performers to consider open positions in CRD when making their career choices!

Welcome Aboard

Welcome to Mr. Scott Becker, who joins the CG as an Information Technology Specialist in the Solutions and Complaints Division of the Civil Rights Directorate. Mr. Becker recently retired from the U.S. Army Reserve (active duty), where he served as an Information Systems Warrant Officer. He earned his Associates degree from the University of Maryland University College, Mannheim Germany in 1995, and is currently working to complete his BS in Management Information Systems with UMUC. Mr. Becker and his wife of 21 years, Marianne, have two children, Joshua (12) and Hannah (9). **Pictured:** Mr. Becker explores the [Partnership In Education](#) commemorative hallway at CG Headquarters. Submitted by Ms. Barbara Stewart



Recruit from a Diverse Talent Pool

Seeking to attract highly qualified applicants for employment opportunities in your unit? Want access to a diverse pool of talented individuals? Consider the Workforce Recruitment Program (WRP), an initiative which supports the employment of people with disabilities. This free recruitment and referral program connects highly motivated college students and recent graduates with disabilities with federal agencies seeking to fill vacancies. As of February 2013, over 6,000 college students with disabilities have earned positions in more than 20 federal agencies world-wide through this program. WRP works to bring about change by breaking down attitudinal barriers in the workplace, and is a great resource for addressing low participation rates for individuals with targeted disabilities. To get started, and help make CG the national employer of choice, visit [www.WRP.gov](#) (non-CG link). Submitted by Ms. Davidad Langley

